

Annex 1

Aspects to keep in mind for gender-sensitive analysis of vulnerable communities before and after disasters

(Based on **Bradshaw (2004b) Socioeconomic Impacts of Natural Disasters: A Gender Analysis**. United Nations, Sustainable Development and Human Settlements Division, Women and Development Unit)

The following offers a framework within which to consider the situation of people at risk of disasters, whether they are women, men, socioeconomically or otherwise marginalised groups in a community. It enables organisations to learn (a) what the differential impacts of disaster might be on women and men as well as amongst different segments within the community; (b) how disasters can have a profound impact on access to and control of resources and how women and men often start off with very different kinds of access and control; and (c) how to identify the capabilities of women and men and determine how these can be developed in ways that can contribute to disaster prevention and mitigation work.

Aspect	Description
Needs' Assessment	<ul style="list-style-type: none">• What are the priority needs of women and men?• What factors cause these needs?• How can the project address these needs?• What capabilities exist in the community?• What problems are likely to require outside intervention?• What is the nature of the intervention(s) (training? financial inputs?)
Activity Profile	<ul style="list-style-type: none">• Who does/did what?• When are these activities done (daily, weekly, annually?)• Where are these activities done, and what (if any) risks are associated with them (e.g., are water sources polluted? Does the source of fuelwood entail a long, steep climb?)• Is the gender division of labour flexible? If not, what risks does it pose to certain groups of people?

Resources, Access,
and Control Profile

- What resources are used by men and women to carry out their activities?
- Have they lost these resources as a result of the disaster?
- What resources – land, animals, savings, cash, etc – are available to women and to men?
- How do household structures of power dictate how women and men have control over these resources?
- Which groups/individuals have access to resources to deal with the post-disaster situation? Which do not? What are the effects of this?
- Are there new resources that have been introduced as a result of relief and rehabilitation programmes (e.g., credit), who has access to them, and how (if at all) is this affecting existing power relations?

Limitations and
Opportunities

- What kinds of vulnerability face various groups of people in the community? What differences exist in terms of access to and control of resources and power?
 - What capabilities, skills, knowledge, and coping strategies do various groups of people in the community have?
 - What opportunities are there for developing these capabilities?
 - What laws and policies (of national and local governments or donor agencies) are relevant to this situation?
 - What financial resources are available and who has access to them?
 - What skills do organisations working in this area have in terms of gender training; planning; and practical skills (e.g., house construction)?
 - Are planning, monitoring, and evaluation processes participatory? Do they include women and other marginalised people from the community? If not, what are some of the constraints, and how can they be addressed?
 - What kinds of information do community organisations have and what do they require?
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Annex 2

Livelihoods' analysis: what do different kinds of resources mean to different categories of people and what kind of access do they have to them?

(Adapted from **Graham (2001) Gender Mainstreaming Guidelines for Disaster Management Programmes: A Principled Socio-Economic and Gender Analysis (SEAGA) Approach**, and **Schwoebel and Menon (CEDPA) (2004) Mainstreaming Gender in Disaster Management Support Project**, a report for the Women in Development IQC Task Order, 'New and Expanded Opportunities for Vulnerable Groups in India', USAID)

A key feature of gender analysis is an understanding of the many resources that communities and different groups of people within them draw on for their livelihoods, and how these resources or their lack thereof create the opportunities or constraints they face in disaster contexts. Each of these broad categories, noted in the box below, mean different things to different socioeconomic groups and, in particular, are likely to offer different types of access to men as opposed to women.

Resources	Types
Natural	<ul style="list-style-type: none">• Land, water, forests, rivers/other bodies of water
Economic	<ul style="list-style-type: none">• Work opportunities, wages, who earns what; remuneration (including in-kind), who controls income earned; remittances, credit, production inputs• Skills and capacities in agriculture, petty trading, other areas of work
Social	<ul style="list-style-type: none">• Formal and informal education, social services, community and other social support• Where does information about disaster come from first? How is it spread/shared? Are some groups excluded from it?

Infrastructure	<ul style="list-style-type: none"> • Roads, bridges, electricity, water sources, markets, distance from markets, modes of transportation • Lay-out of village, and distance of different sections of community housing from road/water sources • Types of dwelling • Safe areas easily accessible to women and men and the most vulnerable members of the community
Political	<ul style="list-style-type: none"> • Opportunities for access and participation in organisations, decision-making inputs at community, regional, and national levels
Time	<ul style="list-style-type: none"> • Work time, leisure, how free time is spent • Ability to engage in decision-making over own/others' use of time
Personal	<ul style="list-style-type: none"> • Self-esteem issues, communication abilities, individual decision-making capacity

Annex 3

Gender-sensitive post-disaster reconstruction guidelines

(Source: **Enarson (2001a) *Promoting Gender Justice in Disaster Reconstruction: Guidelines for Gender-Sensitive and Community-based Planning***. Ahmedabad: Disaster Mitigation Institute)

This list alerts practitioners to issues that need attending to in relief and reconstruction work and which, if overlooked, can have profound and extremely detrimental impacts on women.

Livelihoods

Women's work is often socially invisible, even though in most households around the world it is their unpaid and paid work that is at the heart of household well-being. Economic rehabilitation and reconstruction must target economically active women of all ages and social groups.

- Assume women are economic providers: target the informal sector.
- Implement economic initiatives that include arenas in which women are involved and likely to have sustained losses in the wake of disaster (especially those whose work is dependent on natural resources). Give priority to restoration of economic resources that will contribute to women's economic recovery.
- Target self-employed artisans and home-based workers for grants and loans to replace tools and resources that have been damaged.
- Help to expand women's employment opportunities.
- Seek women's inputs in identifying changes to be implemented in restoring and replacing assets, spaces, systems (pertaining to fodder, water storage, etc).
- Monitor access to work, wages, training, and working conditions, as well as the impact on women and girls, in public and private relief work projects.
- Evaluate women's ability to participate in and benefit from economic recovery packages. (Are women mobile compared to men? Are child-care centres available? Are health services available for the injured and the sick?)

Temporary and permanent housing

Safe and secure housing is vital for women because so much of their daily lives centre around the household. Women must be centrally involved in the design, siting, and construction of local housing and community facilities because of their roles as home-based workers, caregivers, and managers of domestic and natural resources.

- Adequate lighting and provisions to protect security and privacy must be a priority.
- Increase housing security by deeding permanent housing in the names of both wives and husbands.
- Target highly vulnerable categories of women – single women, widows, women living below poverty level and unemployed women, socially marginalised women, and others (identified at the local level by knowledgeable women).
- Provide women with access to construction-related employment.
- Promote the participation of women across caste and class lines (and other relevant social ‘fault lines’) in decisions regarding community relocation, siting of new settlements, and design of new dwellings.
- Collaborate with local women in planning design innovations that reduce or simplify women’s work loads or that improve living and working conditions for them and their families.

Training and education

Women are informal and formal educators who provide vital links between households and emergency responders, and whose social networks make them effective trainers in community-based technical assistance projects. Attention needs to be directed at girls who are at risk of leaving school early after disasters and at the many women who are unable to work because of child-care and other responsibilities.

- Give priority to the restoration of pre-school and child-care centres, schools, and community education programmes targeting women and girls.
- Monitor short- and long-term effects of injury, displacement, and rehabilitation on girls’ access to school (be attentive to relief projects that don’t target school attendance).
- Monitor job programmes to avoid training that promotes gender stereotypes and which limits rather than expands women’s options; offer non-traditional training to men.
- Use a variety of media and all community languages to ensure that all community members have access to recovery information.
- Capitalise on women’s local knowledge about vulnerable members of the village, neighbourhood, and community and about coping strategies in past disasters.
- Provide on-the-job training to women to take up decision-making roles in professional and government outreach projects.

Physical and mental health

Although women’s health is vital to the well-being of their families after disasters, as caregivers they tend to place their needs last. Reproductive health needs are essential, as are women’s heightened risk of sexual/domestic violence.

- Antenatal and postnatal care and nutritional supplements must be made available to pregnant and lactating women.

- Mobile health services should include reproductive and family planning services.
- Older women should be targeted in public health campaigns to capture their needs as well as to draw on their knowledge in relevant areas.
- Mental health training and care must be provided to all women and men at risk of post-traumatic stress.

Empowerment

Women's local knowledge and expertise are essential assets for households and communities struggling to rebuild. In order to capture their capacities, disaster responders need to work closely with them in ways that empower and develop their self-determination.

- Integrate disaster mitigation initiatives into ongoing community activities and concerns, if possible partnering with local women.
- Ensure that women who are knowledgeable about women's issues are proportionally represented when key decisions are made about the distribution and use of relief funds and available government funds.
- Plan for ongoing and long-term consultations with local women's groups in affected areas. Identify and develop relations with women's advocacy groups. Strengthen or develop informal social networks that link these groups with disaster response agencies and offices.
- Organise reconstruction planning meetings and pay attention to women's ability to participate by providing child-care, transportation, holding the meeting at a time convenient to the women, etc.
- Monitor and respond to women's need for legal services in the areas of housing, employment, and family relations.
- Monitor relief and rehabilitation services for gender bias and inequalities (unintentional burdening of women's work, etc).
- Monitor, as far as possible, the degree to which relief and rehabilitation assets are equally distributed within the household.

Annex 4

Issues for consideration in developing gender-sensitive outreach

(This compilation of practice guidelines is taken from **Enarson (2005) Sectoral Guidelines for Gender-Sensitive Outreach**. Included in the Gender and Disaster Sourcebook, published online by the Gender and Disaster Network <http://www.gdnonline.org>)

A. Assessment and consultation

- The assessment team is balanced by sex and trained in gender analysis.
- Terms of reference for needs assessment teams give priority to gender mainstreaming.
- Informal women's networks are involved in the assessment.
- Sex-specific data are consistently collected (and not confined to a 'gender section').
- The language of assessment questions is sex-specific (e.g., 'mother/father' and not 'parent').
- Impact and project assessments include gender considerations across sectors.
- Indirect impacts (on schooling, employment, training, access to land, new employment, etc) are assessed by sex.
- Conditions of life cover different and representative groups of people affected (widows, senior women/men; young women/men, poor women/men, etc).
- Lessons from previous events relating to gender are considered in the assessment.
- Vulnerable groups in which women are disproportionately represented (those in extreme poverty, single-headed households, frail elderly, etc) are noted.
- Women's and men's inputs into decision-making (at household, village, and regional levels) are noted and integrated into project planning.
- Women's and men's responsibilities for children, the ill, orphans, the elderly and the disabled are noted.

B. Participation and representation

- Diverse communication methods are used and reach women and households deemed the most vulnerable.
- Existing and potential capacities of women/women's groups, men/men's groups, and children are identified and integrated into project design.
- Both women's and men's groups are represented in community committees and consulted on a regular basis.

- Constraints on women's participation (work burden, mobility limitations, etc) are addressed.
- Women's community-building traditions, resources, and skills are integrated into post-disaster outreach.

C. Security and human rights

- Mechanisms are in place to report and gather information on gender-based violence affecting women and girls (harassment, abuse, rape, sex-for-food coercion, pressure for early marriage, trafficking).
- Mechanisms are in place to document and respond to gender-based violence affecting the health and well-being of boys.
- Changing gender roles produced by the disaster and/or relief efforts are monitored for changes in the risk of violence.
- Field staff are made aware of the possible health, economic, and social effects of gender-based violence.

D. Logistics

- Women are given central roles in registration and distribution groups and activities.
- Women are included in health and as protection workers and interpreters.
- Women and women's groups are involved in the placement of distribution centres, latrines, and housing areas.
- Likely constraints on women's access to aid are anticipated and addressed.
- Bathing, washing, and laundry facilities are sited to ensure privacy and security of girls and women.
- Women are consulted in the design of shelters, storage methods, and cooking tools and items.

E. Livelihood and education

- Skills and knowledge of women and men (as teachers, social and health workers, etc) are used in skills training and employment initiatives.
- Daily and seasonal work of women and men in paid/unpaid, agricultural and other formal/informal sectors is known.
- Women producers are involved in decision-making in promoting sustainable and self-reliant means of livelihood and household food security.
- Increases in women's workloads are assessed and addressed by emergency relief and post-disaster initiatives.
- Environmental impacts on resources and assets used by women to provide food and earn income are identified and mitigated.
- Micro-credit and other economic measures are designed in consultation with the women affected (and groups working with them).
- Educational services target both girls and boys.
- Training programmes are developed for both women and men to provide traditional and non-traditional opportunities.

F. Shelter

- The gender division of labour within households before, during, and after the disaster is understood and reflected in aid measures.
- The significance of the home/homestead in women's domestic production (for consumption and sale) is reflected in reconstruction plans.
- Site planning and housing design are carried out in collaboration with women and men, with a specific emphasis on women's needs and obligations.
- Women and women's groups are involved in monitoring housing reconstruction projects.

G. Health and nutrition

- Maternal health care facilities are designed and operated in collaboration with the women affected and women's groups.
- Food taboos and requirements are understood and reflected in relief commodities.
- Caloric intake is known and disaggregated by sex with particular emphasis on infants, young children, and pregnant and lactating women.
- Female health workers are available where women cannot seek help from male providers.

H. Project impact: monitoring and evaluation

- Gender training is provided to all field staff.
- Female experts are employed in situations where it is not culturally appropriate for male staff to directly address women's needs, and hiring practices reflect this need.
- All relief initiatives are evaluated in terms of overall impact on women's and girls' lives and gender relations.
- All project activities are evaluated for impact on post-disaster gender relations: male out-migration, increase in female-headed households, child abandonment, earlier marriages for girls, closer spacing of pregnancies and births, degraded natural resource bases, sexual violence, and suicide rates of boys and men.
- Participation (rates, types, roles) in project activities is tracked by sex.
- Women are separately consulted regarding emergency relief measures.
- Outcomes for women and men are separately assessed: Who benefits? How? For how long? In what ways?
- Good practice gender-sensitive projects and approaches are documented and shared.

I. Leadership development

- Gender-specific considerations are taken into account for staff placement and designation of responsibilities following consultation with gender experts and staff.

- Gender-sensitive counselling is made available for all staff and volunteers.
- Measures are in place for confidential reporting and discussion of psycho-social impacts on relief staff.

J. Environment

- Measures promoting environmental and social sustainability in disaster recovery are based on how women and men use and manage environmental resources.
- Strategies for mitigating environmental hazards that increase women's risks or future disasters are identified and integrated into post-disaster reconstruction plans.
- Impacts of degraded resource bases on girls' and women's time and labour are identified and mitigated in recovery plans and in the design and siting of temporary encampments.
- Women's resource-based work, occupations, and income-generating activities are identified and reflected in economic and environmental recovery projects.

K. Capacity building and advocacy

- Civil society organisations working with women and girls in education and literacy, health, and other areas are engaged as partners.
- Repair and reconstruction of facilities for women's community groups are given priority.
- Gender-specific data, programming, and projects are shared with government authorities, research groups, and others working in the field of gender equality and disaster risk reduction.

Annex 5

Self-assessment tool for disaster-responding agencies

(Taken from **Enarson** [no date] **Gender-Aware Disaster Practice: A Self-Assessment Tool for Disaster Responding Agencies**. Originally developed in 1999 for the Disaster Preparedness Resources Centre, University of British Columbia.)

1. Staff and Training

Yes/No

Are opportunities available in your agency for women and men interested in non-traditional positions?

Do staff and volunteers represent the local population in terms of ethnicity, income levels, language skills, etc?

Does your agency recruit female and male volunteers to non-traditional roles?

Do staff receive training about how gender issues impact disaster planning and response?

Are training and social events offered at times and in places accessible to those with family responsibilities?

Does the informal culture of your agency support women in non-traditional decision-making roles?

2. Programme Development

Are women actively involved in developing and implementing programmes?

Are programmes evaluated in terms of how they affect local women (as survivors, risk communicators, caregivers, etc)?

Is programming based on knowledge of local women's economic status, housing, family size and structure, health concerns and other relevant living conditions?

Do programmes specifically target at-risk groups such as low-income single women, women living alone, and others?

Yes/No

Are relief centres and evacuation sites culturally accessible to all local women and safe for people with special needs?

Are women involved in the distribution and management of relief as much as possible?

Are all family units within a single household registered independently to receive relief?

3. Community Outreach

Does your agency include disaster-vulnerable women as partners in disaster planning and response?

Does the agency draw on women's educational, voluntary, civic, religious, professional, and other associations?

Are local women's groups and organisations appropriately incorporated into agency exercises, events, and training?

Are government and non-profit women's services included in agency communication, networks, and events?